

All In WEMS Culture Committee

Grant Request: \$1170

Proposal Planning Team 1/4:

James Kobialka, MTA. Saul Ramos, EAW VP. Tammy Martin, WEMS. Katie Starczewski, WEMS.

Overview and Goals

We are requesting \$1170 for creating a culture committee at Worcester East Middle School for our 117 members. Our goal is to assist in improving the culture of the school to make it one of collaboration, to build a sense of community, and to work on issues of mutual concern. We want to create social events in which staff have opportunities to get to know one another and support each other outside of our classrooms to discuss action plans and activities. We have begun doing socials, and we have the buy-in of administration and the Instructional Leadership Team.

WEMS is a middle school that serves high-needs students in Worcester. The combination of factors of funding, population, and demands on the educators have made it difficult for educators to get together to solve problems. By working to improve school culture, we are building a culture of trust where we can have truthful conversations about successes and struggles, and create plans to solve problems in our school. This is a perfect time to do it, as we can use the Fund Our Future campaign as a benchmark to talk to members and inspire each other with what we could do with more funding.

At our last social, approximately 20 staff attended. Our goal is to engage every staff member in one of our culture committee events by the end of the year, and to make any new staff in the building feel welcome to the EAW.

Eventually, we hope to use our positive and collective staff culture to begin more outreach into the community, and to find what issues the students, staff, and parents can all work on together.

One to One Contact

- Monthly union breakfasts (coffee and snacks) to begin conversations, supplement EAW meetings, and build a culture of trust
 - o $6 \times \$75 = 450$
- Bi-monthly outside socials to continue conversations and build action plans
 - o $3 \times \$240 = \720
- Welcome any new members / invite any nonmembers
- 'Morale Pal' to support each other and give people a daily boost

Communication and Membership Team

- Tammy Martin, STEP Teacher, EAW Member
- Katie Starcezwski, Assistant Principal, EAW Member
- **Eventually**, one point person from each of the 7 academies.

Fund Our Future / Build Our Union

We've already done surveys to members about what's important to them. Key themes include: improving communications, building a team atmosphere, building health and safety, and feeling supported in difficult positions. We'll theme each breakfast conversation around one of the issues to work that into it. We've had two meetings so far, cycling between which academies host them.

We will use the conversations and relationships that we build in our social events to update people on the Fund Our Future campaign, have authentic conversations about things that are going well and things that we want to change, strengthen relationships between staff members, and brainstorm solutions to problems in our building.

Future items: Read Across America Day, Health and Safety Committee, ESP Day Committee, Outreach to Parents and Community

Timeline

January – Breakfast

Theme: Morale Pal Kickoff. What brings you JOY at work?

February – Breakfast and social

Theme: What SUCKS the joy out of work? How is that related to funding? What are some solutions we have?

March – Breakfast

Theme: Stress Free Day; What actions can we take to solve problems?

April – Breakfast and social

Theme: TBD

May – Breakfast

Theme: TBD

June – Breakfast and Social

Theme: TBD